UNITED
NATIONS

A

General Assembly

Distr.
GENERAL

A/C.5/48/4
20 September 1993

ORIGINAL: ENGLISH

Forty-eighth session
FIFTH COMMITTEE
Item 130 of the preliminary list*

UNITED NATIONS COMMON SYSTEM

Note by the Secretary-General

1. The present note has been prepared in response to section XIII, paragraph 3, of General Assembly resolution 45/241 of 21 December 1990. In that resolution the Assembly requested the Secretary-General to submit a report to it at its forty-seventh session on procedures, whereby the Secretary-General and other executive heads could take measures regarding salary scales of the General Service category at variance with recommendations of the International Civil Service Commission (ICSC), only after consultations with appropriate intergovernmental bodies and the Commission.

2. Under article 12 of its statute, ICSC is vested with the authority to establish the relevant facts for, and make recommendations as to, the salary scales of staff in the General Service and other locally recruited categories at headquarters duty stations. At the same time, regulation 3.1 under article III of the Staff Regulations of the United Nations states that salaries of staff members shall be fixed by the Secretary-General. For staff members in the General Service category, the Secretary-General shall fix the salary scales for such staff members, normally on the basis of best prevailing conditions of employment in the locality of the United Nations office concerned. ICSC has developed a salary survey methodology in order to establish those conditions. Since the inception of the Commission, in the majority of cases ICSC recommendations have been implemented in their entirety at headquarters duty stations. In 1992, the Commission reviewed the methodology and proposed a number of adjustments and improvements. 1/

3. Close consultation between representatives of the administrations and staff of the organizations at a particular location and the secretariat of the Commission takes place on a continuous basis throughout the preparatory, data collection and data analysis phases of salary surveys. With regard to the

---

* A/48/50.

93-50942 (E) 011093

/...

decision-making phase, the staff regulations of the organizations of the United Nations common system set out the specific procedures for the manner in which salary scales for General Service staff shall be fixed. This authority, which may rest with the governing body or an executive head, is exercised only after taking all factors into consideration, including, in particular, the results of the surveys undertaken by ICSC, as reflected in its statute. The General Assembly, in the preambular part of section XIII of its resolution 45/241, indicated that it was appreciative of those broader managerial considerations.

4. The Secretary-General is of the view that consultation with the appropriate intergovernmental body and the Commission could provide a useful mechanism in cases where his decisions might be at variance with the specific technical recommendations of the Commission. In this way, the views expressed by Member States in such consultations could be taken fully into account in reaching a decision. Through his representatives at meetings of the Commission, a mechanism exists for consultations with ICSC at the time that its recommendations are being considered. The Secretary-General would propose that consultations with the Advisory Committee on Administrative and Budgetary Questions (ACABQ) also be conducted, prior to making a decision on the establishment of General Service salaries following a survey.

Notes

1/ Official Records of the General Assembly, Forty-seventh Session, Supplement No. 30 (A/47/30 and Corr.1), paras. 208-233.